



College of the Mainland

Campus Climate Survey Report
May 17, 2019



Data Under a Diversity Lens



Campus Climate Survey Report
May 17, 2019



- Conducted by Viewfinder November 2018, Data finalized May 2019

- Total Respondents: 732
- Total Employees: 304
 - *23 Administrators
 - *106 Faculty
 - *175 Staff
- Total Students: 428
- Response rate
 - *Students: 10%
 - *Employees: 30%
- Web based surveys
- Mobile apps
- Multiple choice, Likert scale, and open-ended questions



Covered 11 Sections

1. Demographics
2. Tell us about yourself
3. U.S. Military Veterans
4. Persons with a Disability
5. Religion/Worldview/Spiritual Affiliations
6. LGBTQIA+
7. Persons of Color
8. Campus Diversity
9. Personal Experiences of Discrimination/Bias/Harassment
10. Safety on Campus & the Surrounding Community
11. Overall Campus Experience

TOPICS

- I. Survey make up, content, and administration
- II. What groups are overrepresented in the survey population
- III. Special Populations
- IV. Religious affiliation is not a hot topic on campus
- V. The gap between diversity strategic planning and the overwhelming enthusiasm for more diversity knowledge
- VI. The role of diversity in hiring practices
- VII. Faculty and compensation
- VIII. Campus safety
- IX. Promising practices; what we're doing right

SECTION SUMMARY: LEGEND

SECTION SUMMARY: U.S. Military Veterans

U.S. Military Veterans Case in Point



Percentage Ranges



students



staff



faculty



administrators





1. Survey Snapshot - Demographics

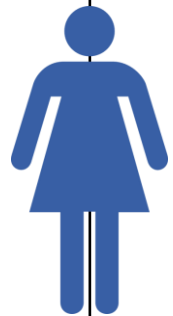


Explanation

The group overrepresented in the survey results is shown below, based on a survey population of about 732 people. This includes 23 administrators, 106 faculty, 175 staff, and 428 students. (Note. The number of people surveyed fluctuates per section. Not every question was administered to each participant - due to survey logic.)

Female

60%



Caucasian

47% - 80%

Home Owner

80%

*60% students live with relatives



Married

60% - 80%

*not including students



US Citizen

80% - 100%



Christian

~50%





2. Tell Us About Yourself

Top 3 reasons to work here



staff

Location, Employee Benefits, & Work-Life Balance



faculty

Take classes while working, Work-Life Balance, & Employee Benefits



administrators

Employee Benefits, Work-Life Balance, & Career Advancement

Yrs. Employed

+55% have worked 1-10 years at COM

+50% have worked 1-10 years at COM

+50% have worked 0-10 years at COM



3. SECTION SUMMARY: U.S. Military Veterans



Section Questions



Section Topics

- Feeling welcomed as a veteran on campus and in the surrounding community.
- Being treated with respect by other campus groups.



Overall, 90% or more of veterans agreed or strongly agreed with the topics.



Veterans 39

13 
students

14 
staff

10 
faculty

2 
administrators



U.S. Military Veterans Case in Point

7

Section Questions

40% to 100%

2

Section Topics

- Feeling welcomed as a veteran on campus and in the surrounding community.
- Being treated with respect by other campus groups.

A combined 40-100% of veterans agreed or strongly agreed to feeling welcomed on campus and in the community.

90%

Overall, 90% or more of veterans agreed or strongly agreed with the topics.

39

Veterans 39

13  students

14  staff

10  faculty

2  administrators



4. SECTION SUMMARY: Persons With A Disability



Section Questions



Section Topic

- Feeling welcomed as a disabled person on campus and in the surrounding community.
- Being treated with respect by other campus groups.



Overall, 50-70% of disabled *faculty and students* agreed or strongly agreed with the topics.



Disabled Persons 47

31 
students

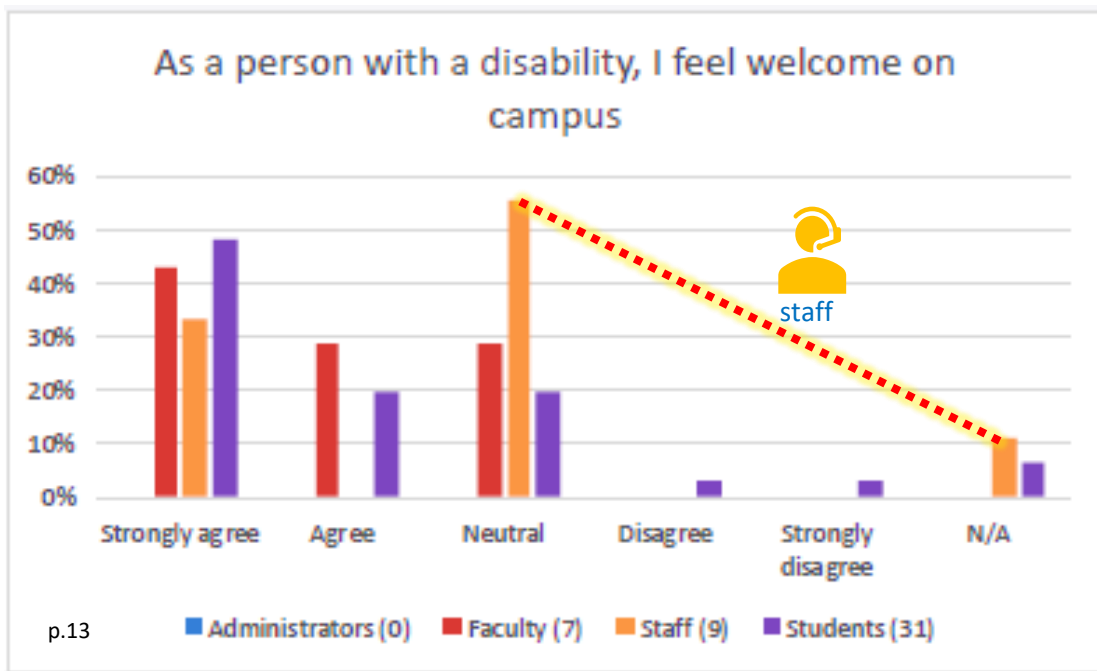
9 
staff

7 
faculty

0 
administrators



Persons With A Disability Case in Point



60%

When asked if they felt welcomed on campus, nearly 60% of disabled *staff* responded Neutral or N/A.

Note. 60% of 9 staff is 5 people.

This is in contrast to 70% of disabled *faculty and students* who agreed or strongly agreed with feeling welcomed on campus.



5. SECTION SUMMARY: Religion/Worldview/Spiritual Affiliations

13

Section Questions

4

Section Topics

- Religious/spiritual beliefs can be openly expressed on campus and in the surrounding community.
- My religious/spiritual beliefs are respected by other campus groups.
- Political/world views can be openly expressed on campus and in the surrounding community.
- My political/world views are respected by other campus groups.

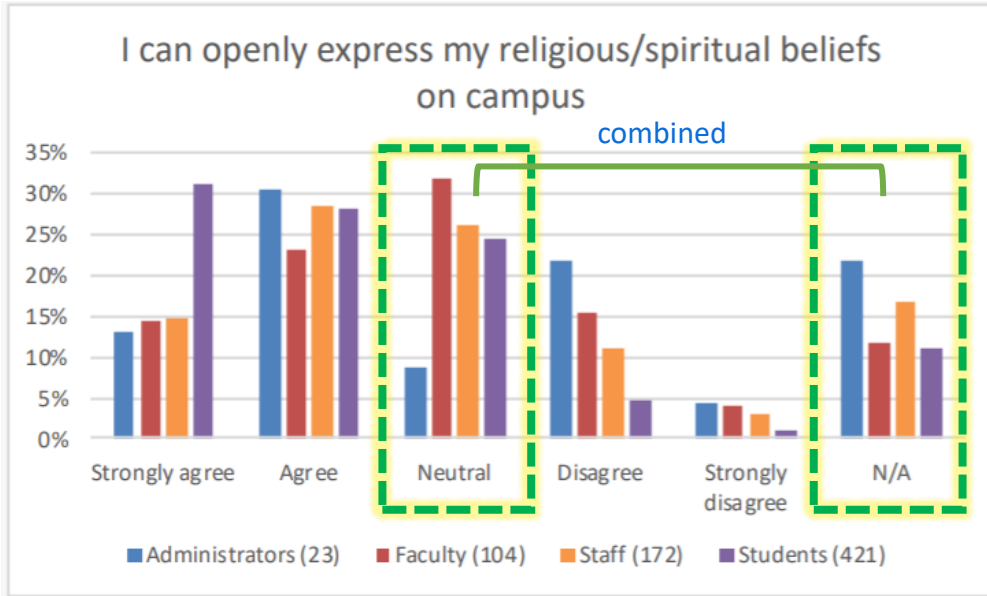
20%

Overall, 20% or less of respondents disagreed or strongly disagreed with religious/political topics.

Respondents chose Neutral or N/A answers more often.



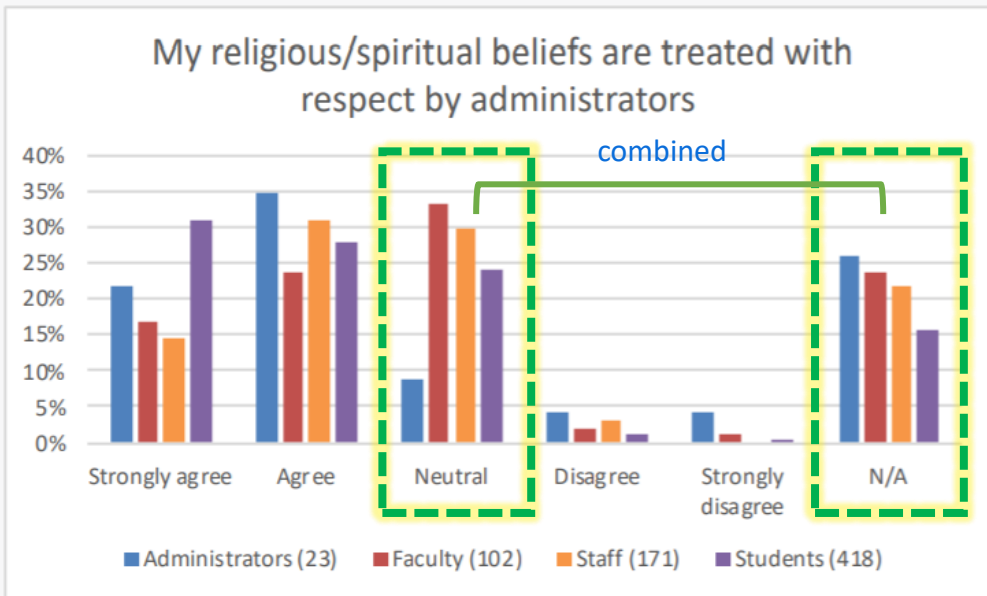
Religion/Worldview/Spiritual Affiliations Case in Point



30-60%

For most questions in this section, a combined 30-60% of individuals responded Neutral or N/A to questions on religious or political topics.

Note. This is between 214 and 428 people per question.





Religion/Worldview/Spiritual Affiliations Case in Point

“

I did not like the religious or political questions. Because of the “climate” of this country, it’s best to not discuss politics or religion at work. It just seems that if you do not agree with liberal ideologies, then you are a marked person.

”

-respondent



6. SECTION SUMMARY: LGBTQIA+

13

Section Questions

4

Section Topics

- Gender can be openly expressed on campus and in the surrounding community.
- My gender identity is respected by other campus groups.
- Sexual identity can be openly expressed on campus and in the surrounding community.
- My sexual identity is respected by other campus groups.

80%

Overall, 80% or more of respondents agreed or strongly agreed with LGBTQIA+ topics.

Respondents chose Neutral or N/A answers more often.

95

LGBTQIA+ 95

70 
students

12 
staff

12 
faculty

1 
administrators

13

Section Questions

4

Section Topics

- Gender can be openly expressed on campus and in the surrounding community.
- My gender identity is respected by other campus groups.
- Sexual identity can be openly expressed on campus and in the surrounding community.
- My sexual identity is respected by other campus groups.

20-50%

For most questions in this section, a combined 20% to 50% of individuals responded Neutral or N/A to LGBTQIA+ topics.

Note. This is between 19 and 47 people per question.

95

LGBTQIA+ 95

70  students

12  staff

12  faculty

1  administrators



7. SECTION SUMMARY: Persons of Color



Section Questions



Section Topics

- Feeling welcomed as a person of color on campus and in the surrounding community.
- Being treated with respect by other campus groups.



Overall, 80% or more of POCs agreed or strongly agreed with the topics.



Person of Color 262

176 
students

53 
staff

28 
faculty

5 
administrators



Persons of Color Case in Point

Figure A

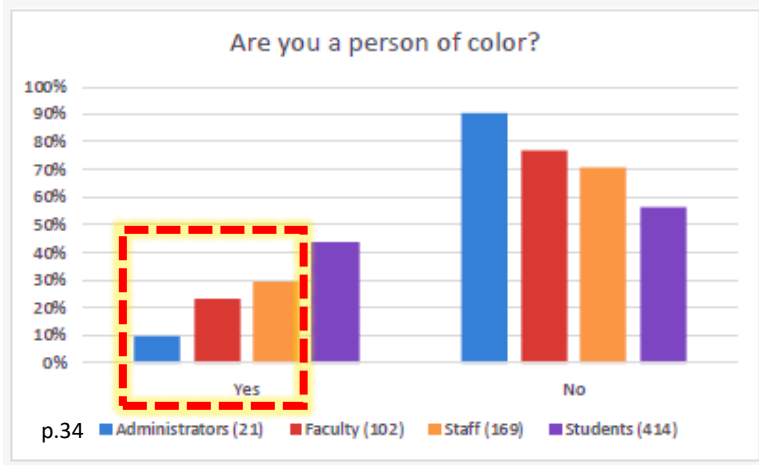
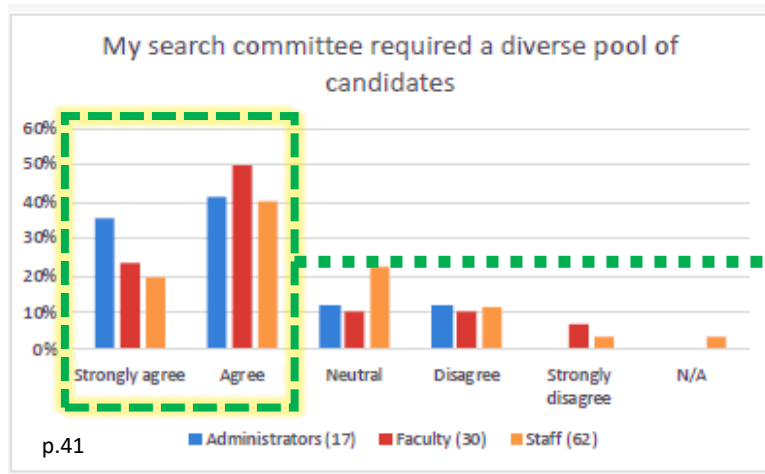


Figure B



60-70%

Between 60% and 70% of respondents who served on a search committee reported a diversity requirement for candidates.



8. SECTION SUMMARY: Campus Diversity

45

Section Questions

5

Section Topics

- Feeling welcomed on campus and being treated with respect by campus groups
- Who should be required to participate in mandatory training
- Diversity in recruiting and hiring practices
- Support from campus leadership for diversity efforts and strategic planning
- Categorize the level of interactions among racial/ethnic groups

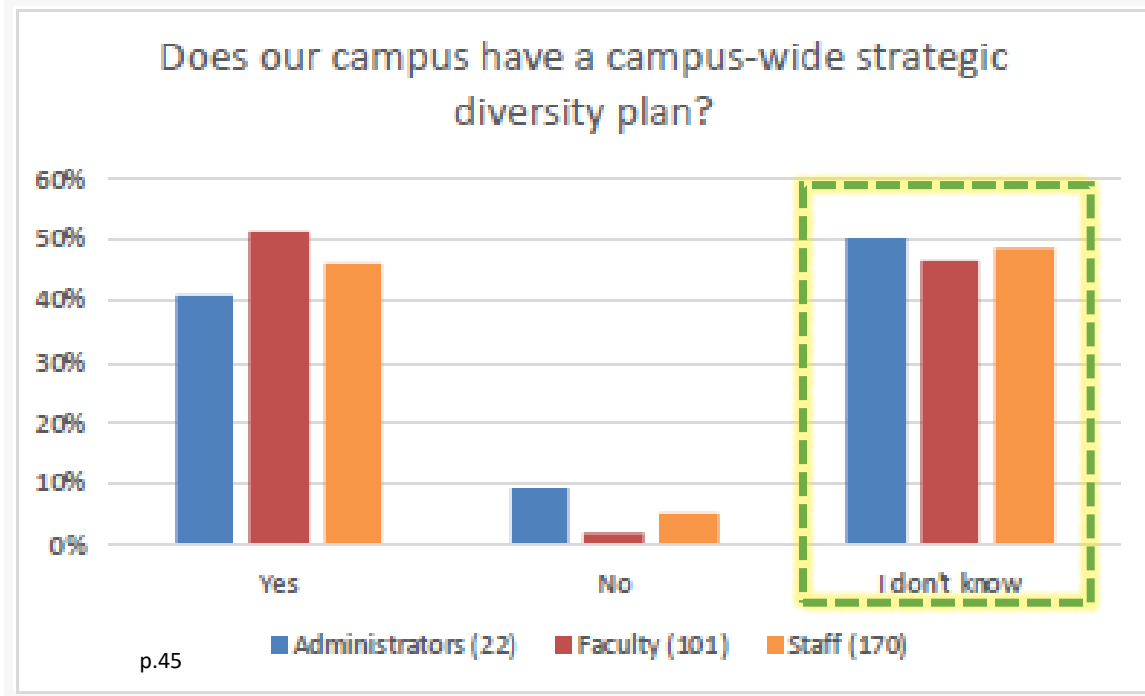


Overall, responses in this section split between the agree/strongly agree or Neutral/NA/Don't Know categories.

Meaningful trends will be discussed in the next two slides.



Campus Diversity Case in Point



50%

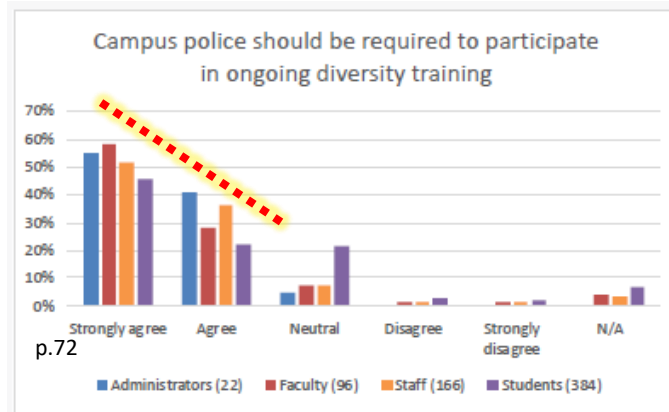
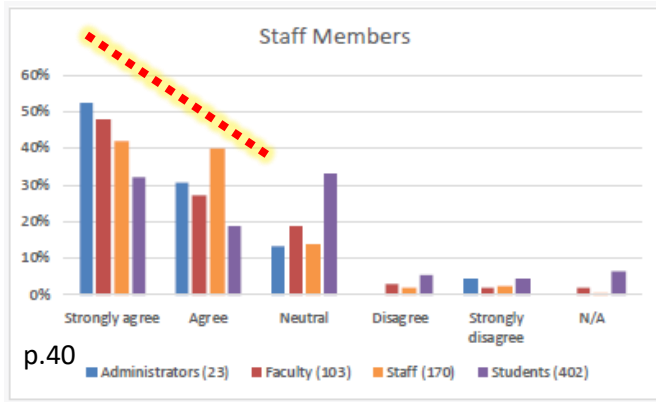
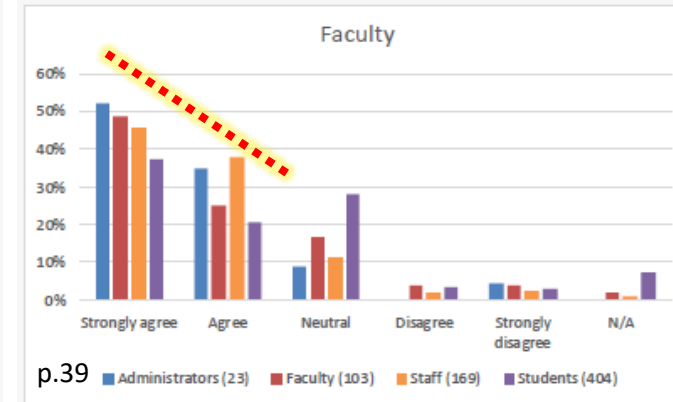
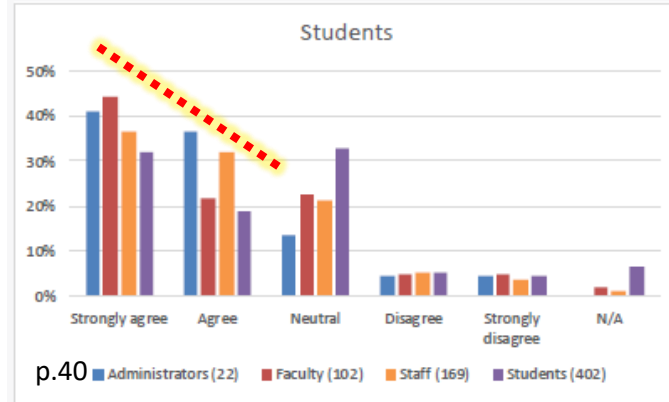
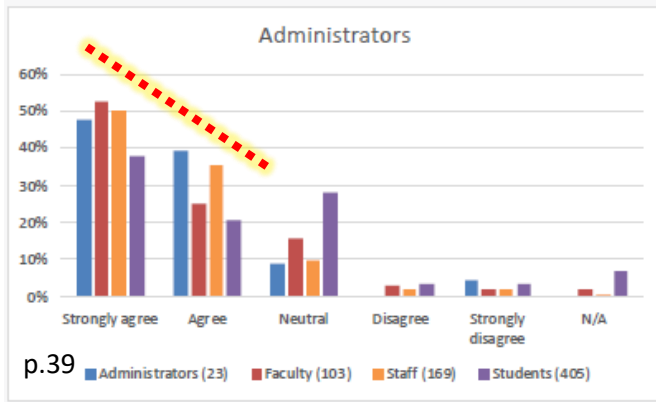
Nearly 50% of all campus employees are unaware of the campus-wide strategic diversity plan (~146 people).



Campus Diversity Case in Point

Survey Question:

The following groups should be required to participate in mandatory diversity training.



60-90% A combined 60-90% of respondents agreed or strongly agreed that administrators, staff, students, faculty, and campus police should all receive diversity training.

9 & 10. SECTION SUMMARY: Personal Experiences of Discrimination/Bias/Harassment & Safety on Campus and in the Surrounding Community

18

Section Questions (combined)

4

Section Topics

- Offenses experienced on campus
- Agents behind the offenses
- Reporting of offenses
- Outcomes of reporting

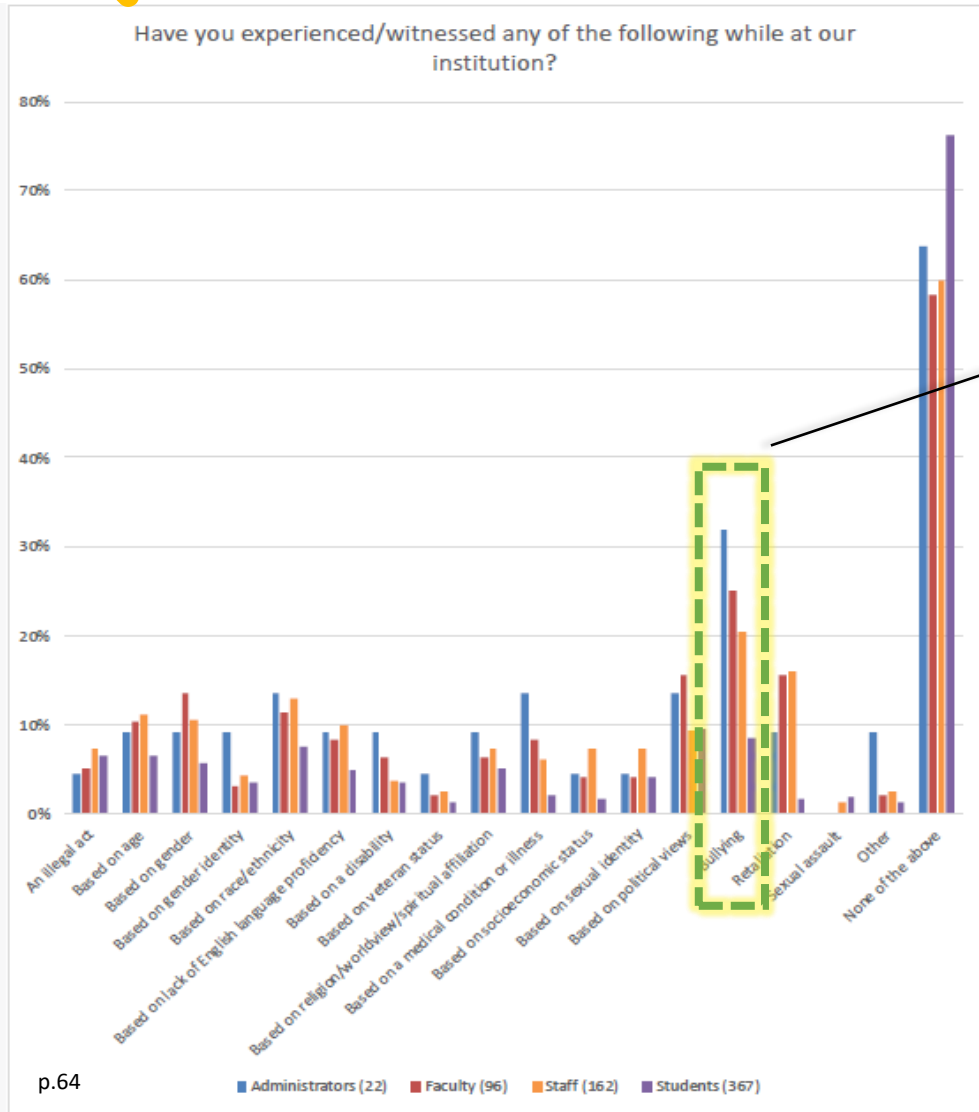


Questions in this section did not prompt agree/disagree answers. Instead they asked respondents to rate their experience with discrimination/bias/harassment and safety on campus.

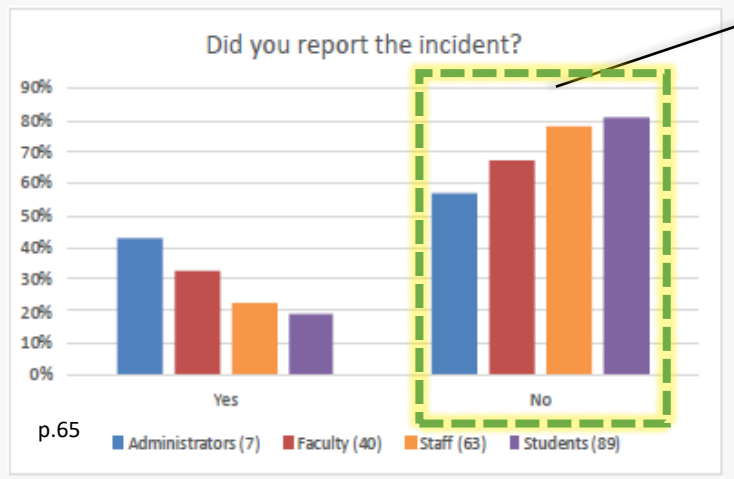
Meaningful trends will be discussed in the next two slides.



Personal Experiences of Discrimination/Bias/Harassment Case in Point



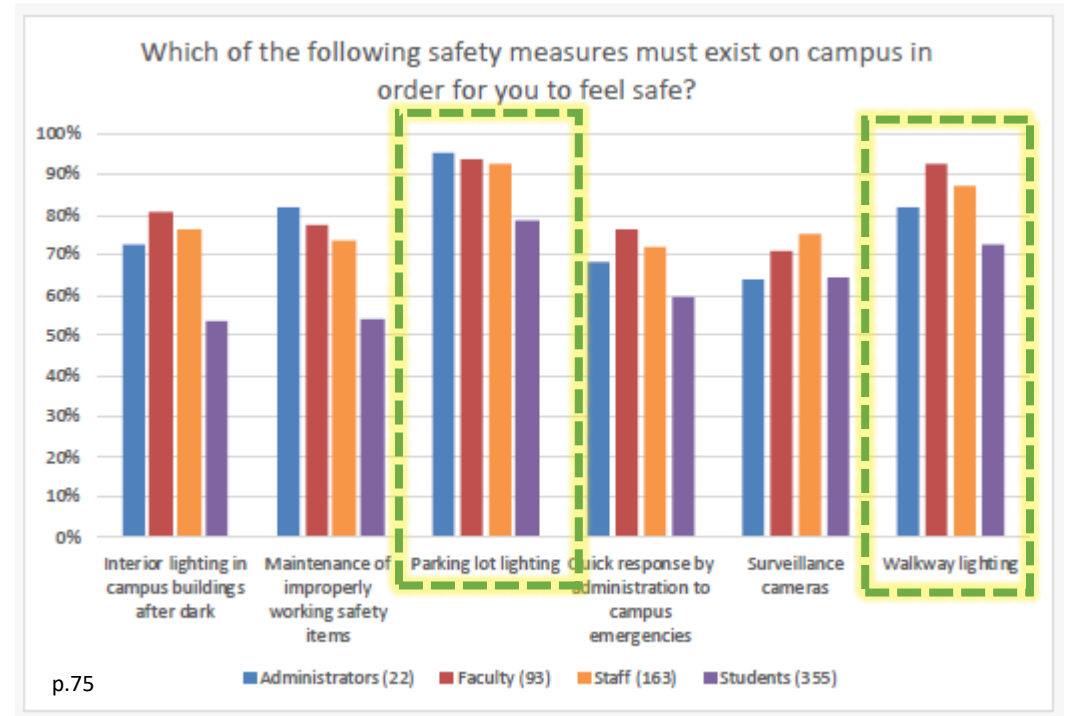
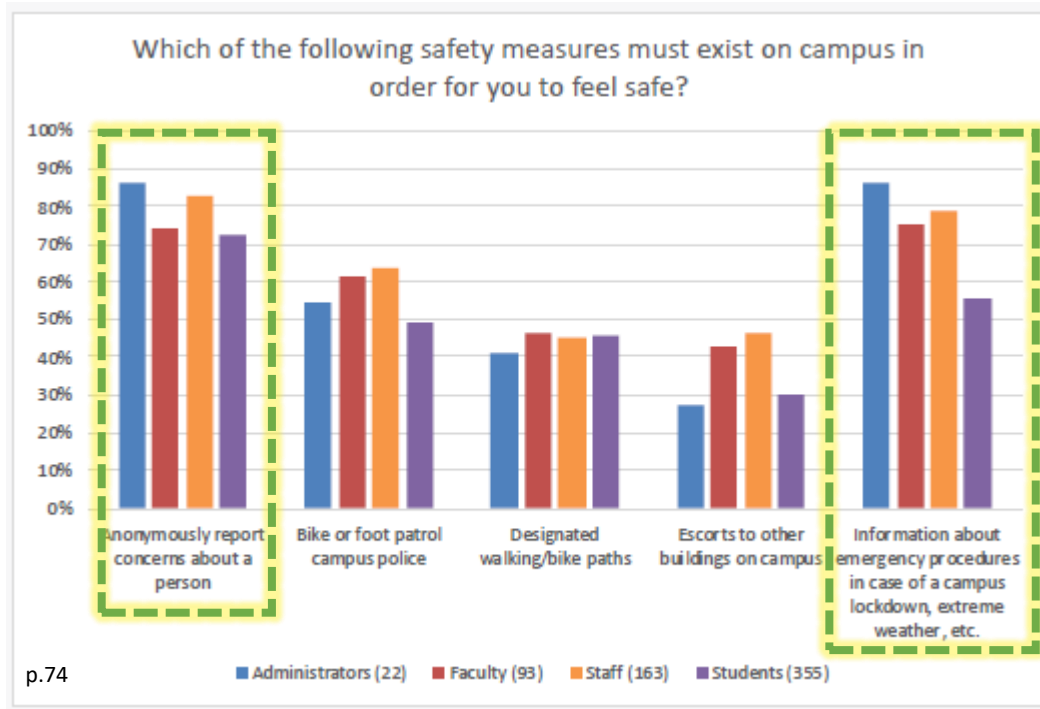
10% - 30% of respondents experienced or witnessed bullying on campus



50% - 80% of respondents do not report incident(s) of discrimination, bias, or harassment



Safety on Campus and in the Surrounding Community Case in Point



60% - 90% of respondents rated parking lot lighting, walkway lighting, information about emergency procedures, and the ability to make anonymous reports as necessary to feeling safe on campus.



11. SECTION SUMMARY: Overall Campus Experience

47

Section Questions

5

Section Topics

- Employee interactions: teamwork, career advice, mentorship, microaggressions, professional ethics, and conduct.
- Opportunities for: professional development, attending conferences, diversity training, awards, financial incentives, and diverse hiring practices.
- Climate: of inclusivity, hostility, or belonging, and diverse perspectives.
- Leadership competency: anticipation of community needs, institutional growth, accreditation, and public announcements.
- Employee compensation: benefits, stressors, workload, expectations, job evaluations, and employee turnover.

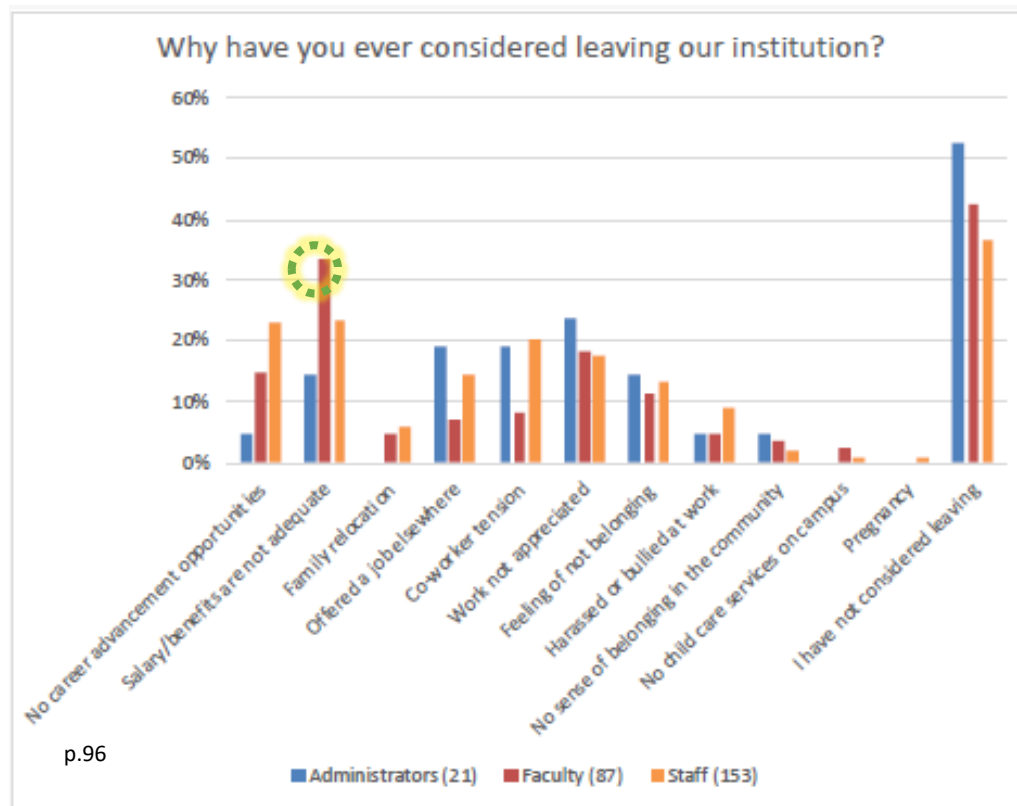
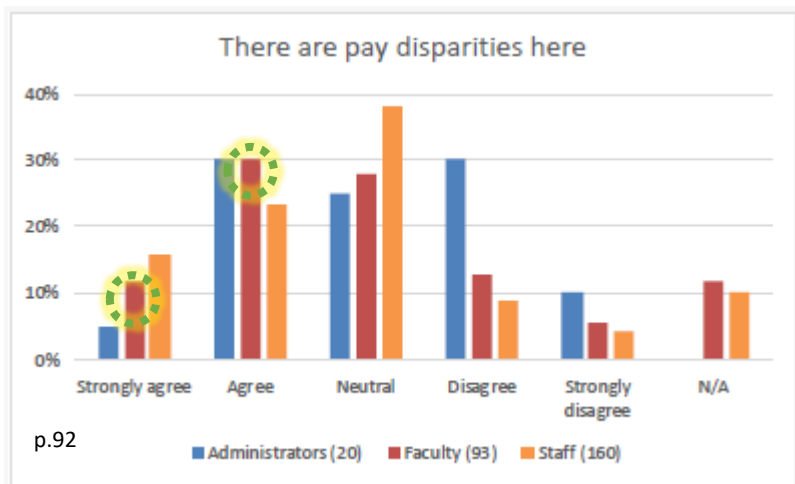
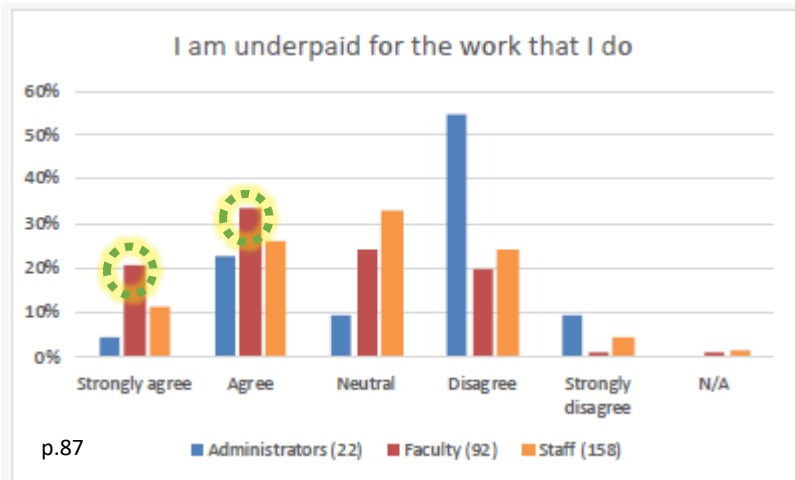


Due to the broad amount of topics covered in this section there is great variation in answer patterns.

Meaningful trends will be summarized in the next two slides.



Overall Campus Experience Case in Point



55%

55% of faculty agreed or strongly agreed with "I am underpaid for the work that I do."

40%

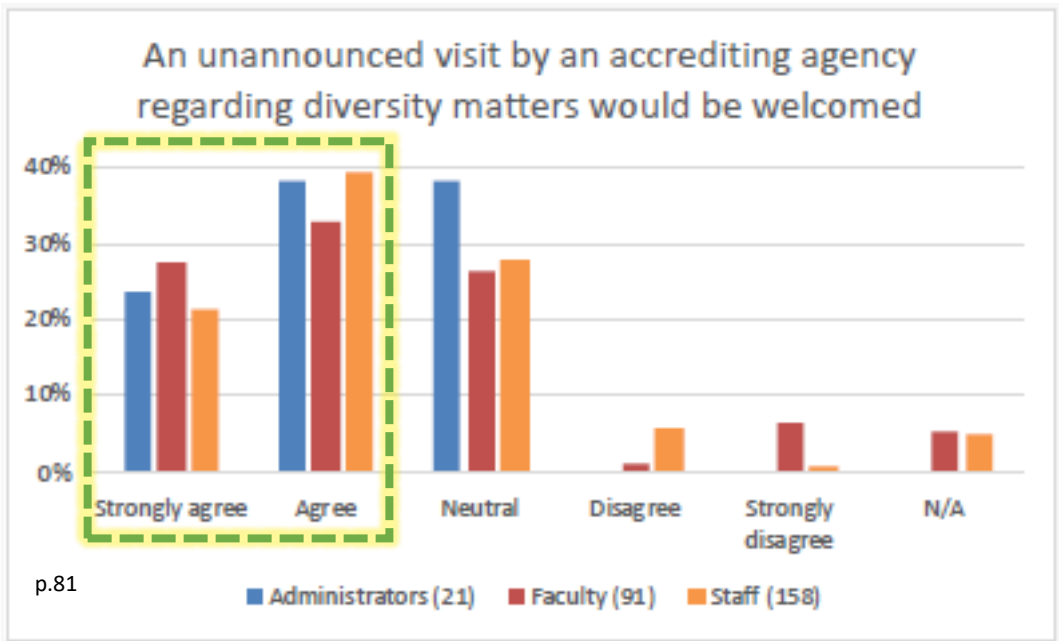
40% of faculty agreed or strongly agreed with "There are pay disparities here."

30%

When asked why they might leave the institution, 30% of faculty cited salary/benefits.



Overall Campus Experience Case in Point

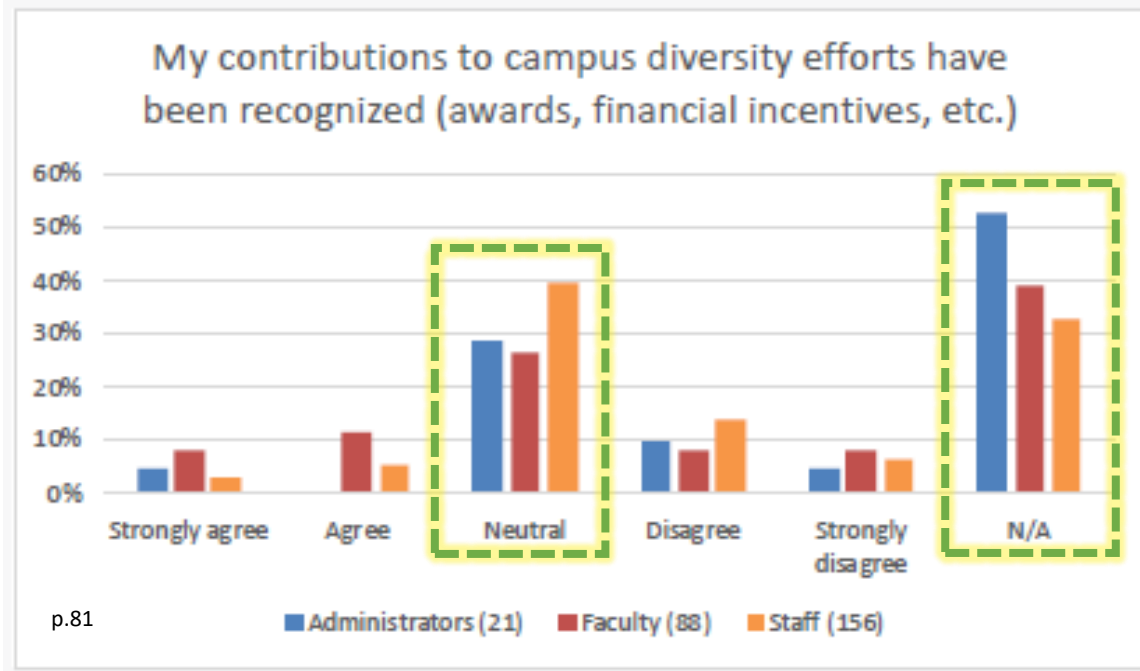


50-60%

Between 50% and 60% of respondents welcome an accrediting agency visit to evaluate diversity efforts on campus.



Overall Campus Experience Case in Point

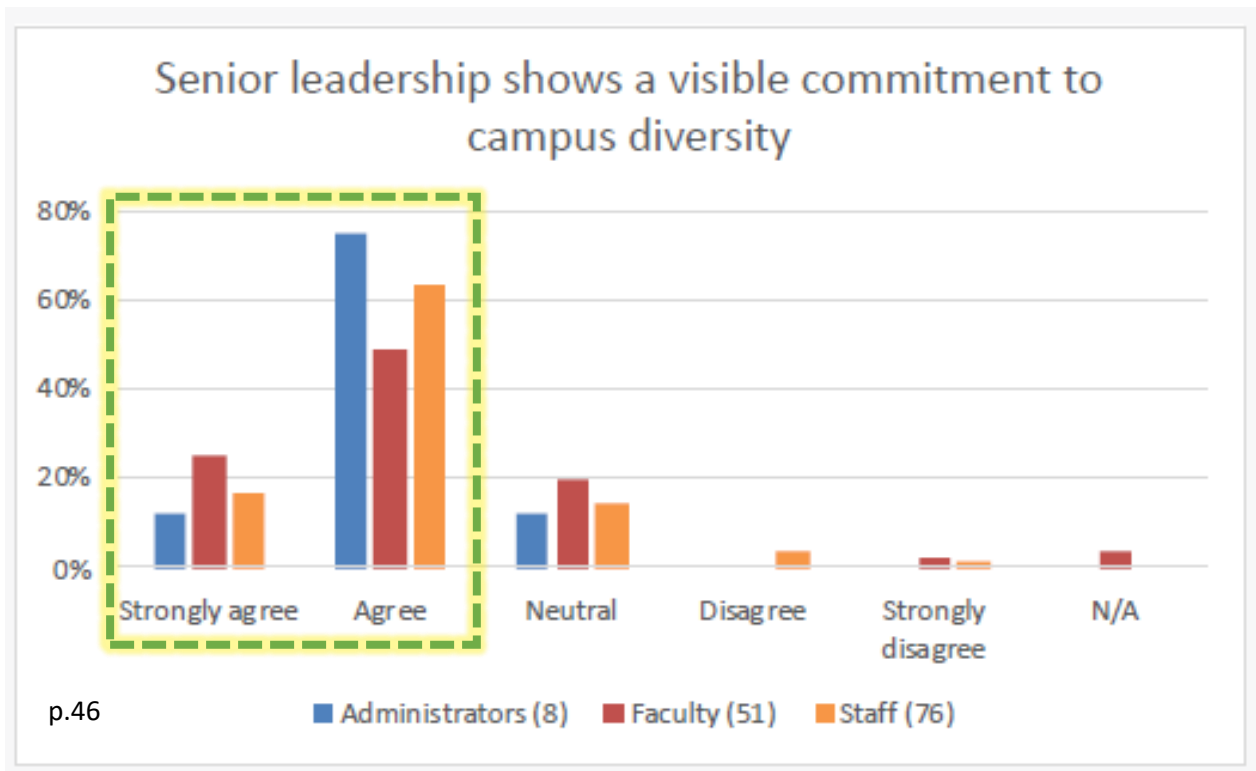


70-80%

Between 70% and 80% of individuals responded Neutral or N/A when asked if their diversity efforts are recognized on campus.



Overall Leadership Experience Case In Point



60-80%

Between 60% and 80% of respondents agreed or strongly agreed with, "Senior leadership shows a visible commitment to campus diversity."



CAMPUS DIVERSITY

Nearly Half of all respondents agree:

Nearly 60% - We are very welcoming or somewhat welcoming.

Nearly 60% - Diversity and Inclusion is very important to campus leadership.



CAMPUS SAFETY

Between 60%-90% - Respondents feel safe both on and off campus.



OVERALL CAMPUS EXPERIENCE

80% - Respondents love their job!

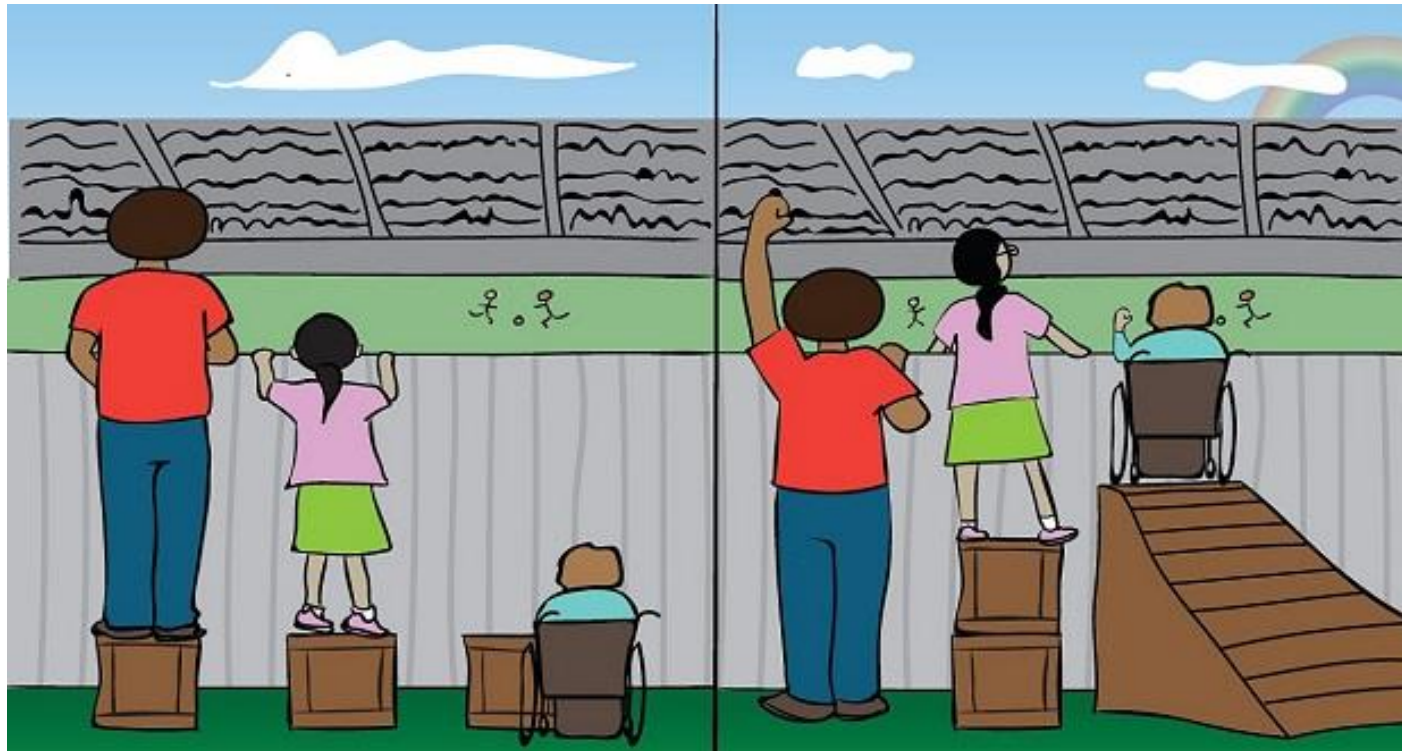
40%-60% - Respondents don't want to leave our campus.

50%-90% - Diversity and inclusion is a core value at COM.



Current COM Initiatives

- Leadership hired the Institution Equity officer
- Have a multicultural committee supported by fees and funding
- HR initiatives for diversity & hiring
- Community of Respect Diversity Training
- More to come...



“Equity is grounded in the principle of fairness. In higher education, equity refers to ensuring that each student receives what they need to be successful through the intentional design of the college experience.”

Achieving the Dream

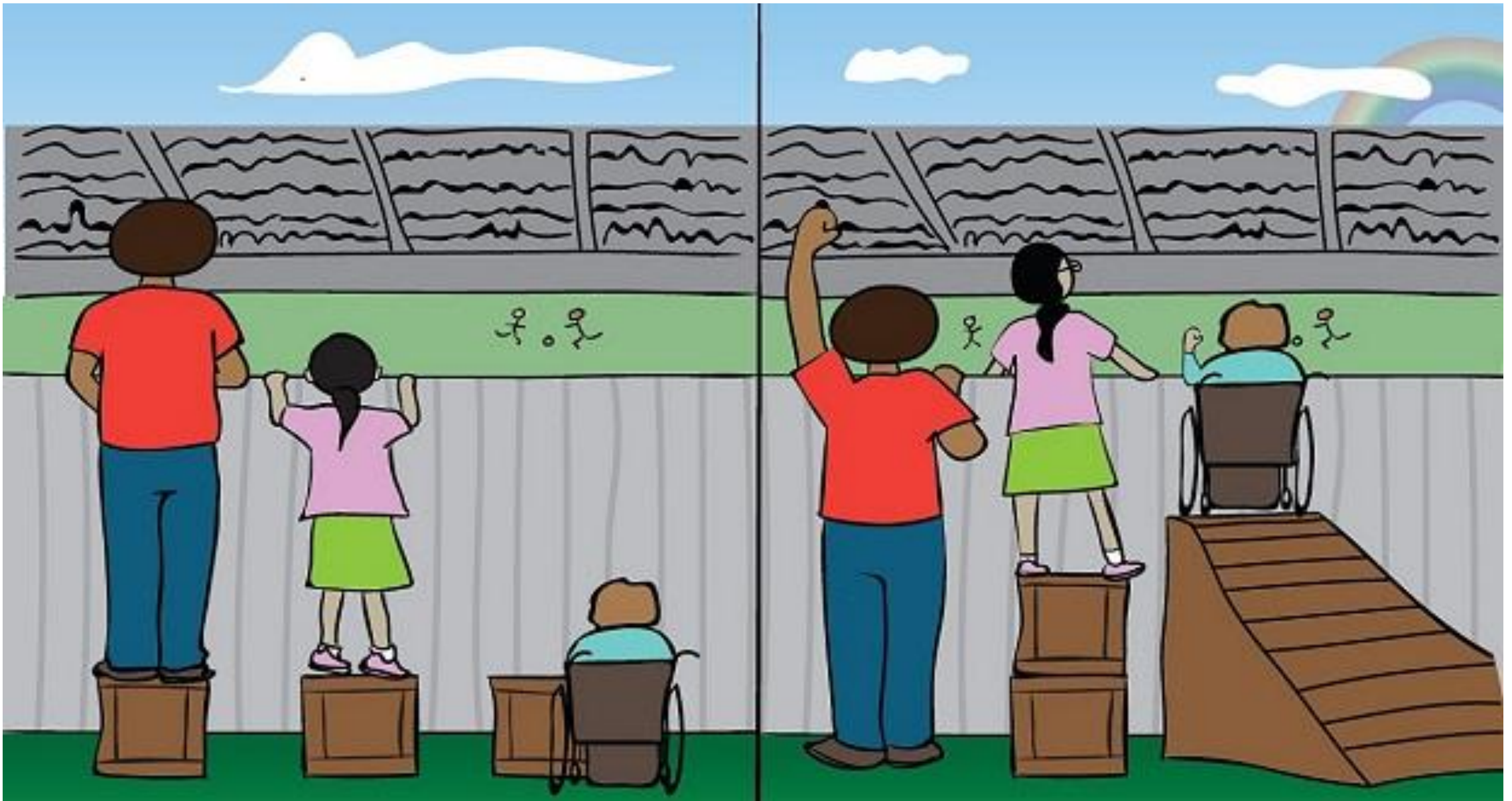
“College of the Mainland is a learning-centered community college dedicated to student success and the intellectual and economic enrichment of the diverse communities we serve.”

COM Mission Statement



- **Next Steps**

- Provide Campus-wide Climate Study Presentation
- Create a Diversity, Equity and Inclusion Task Force
- As a community, create a dynamic, embedded Diversity Plan
- Create a Diversity, Equity and Inclusion Resource Page
- Facilitate Training



Thank You! 💡